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COUNTY OF LOS ANGELES  
DEPARTMENT OF HEALTH SERVICES  
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April 14, 2005

TO: Each Supervisor

FROM: Thomas L. Garthwaite, M.D.   
Director and Chief Medical Officer

**SUBJECT: PROGRESS REPORT ON PHYSICIAN MANAGEMENT, PERFORMANCE EVALUATIONS, WORKLOAD REPORTS AND PEER REVIEW**

This is a monthly status report pursuant to Supervisor Antonovich's motion of December 7, 2004 requesting updates on activities related to physician evaluation, oversight and management.

Since the March update, the following progress has been made:

Performance Evaluations

The Department continues implementation of the revised Performance Evaluation policy to require annual performance evaluations for all physicians. Prior to this revision, the physicians received an evaluation every two years. Since the last report, the Department's Human Resource staff have done formal trainings on physician evaluation for King Drew Medical Center leadership including Medical Administration, Program Chairs, Program Directors, Program Chiefs and departmental Administrative Coordinators.

Peer Review

The Department has completed its analysis of issues identified as part of its independent evaluation of peer review and credentialing processes at all of its facilities. These reviews have focused specifically on quality of file contents, completeness of documentation and loop closure for all identified issues. As a result of this system-wide assessment, the Department is implementing the following changes: (1) a standardized tool to collect peer review and other relevant clinical information as part of the recredentialing process; (2) formalized reporting of peer review findings

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at each hospital's governing board meetings to ensure timely and comprehensive action; and (3) a focused educational program for medical staff on peer review.

Physician Management, Monitoring and Evaluation

The Affiliation Agreement compliance program is completed and implemented. The Drew University component is as been fully implemented for two months. Drew University was sanctioned \$21,000 for several instances of noncompliance with required reporting. The USC and UCLA affiliation agreement negotiations are progressing and will result in better articulated, more measurable, contract monitoring activities. Complete contract monitoring tools will be developed for each of these contracts once your Board has approved the new agreements so that all three contracts will be monitored in a consistent fashion.

Please let me know if you have any questions.

TLG:bc  
412:007

c: Chief Administrative Officer  
County Counsel  
Executive Officer, Board of Supervisors